

May 18, 2022

To Listing Department BSE Limited, Phiroze Jeejeebhoy Towers, Dalal Street, Fort, Mumbai - 400 001 Scrip Code: 539658	To Listing Department National Stock Exchange of India Limited, Exchange Plaza, 5th Floor, Plot no. C/1, G Block, Bandra Kurla Complex, Bandra (E), Mumbai - 400 051 Scrip Code: TEAMLEASE
---	---

Dear Sir/Madam,

Sub: Investor Presentation on Financial Results for Q4FY22 of TeamLease Services Limited (TeamLease/the Company)

Ref: Regulation 30 and Regulation 46 of the SEBI Listing Obligations and Disclosure Requirements (LODR) Regulations, 2015

In compliance with the provisions of Regulation 30 of the SEBI LODR Regulations, 2015 please find enclosed 'Investor Presentation Q4FY22' towards Financial Results update for Q4FY22 for TeamLease Services Limited.

Further, in compliance with the provisions of Regulation 46 of the SEBI LODR we shall upload the above on our Company's website <https://group.teamlease.com/> for information of our Shareholders/Public.

This is in furtherance of our intimation dated May 02, 2022, pertaining to Conference Call with Investors on Q4FY22.

Kindly take the above said information on record as per the requirement of SEBI LODR Regulations, 2015.

Thanking You.

Yours faithfully,

For **TeamLease Services Limited**

Alaka Chanda



Alaka Chanda

Company Secretary and Compliance Officer

Encl: As above

TeamLease Services Limited, CIN No: L74140KA2000PLC118395

Registered Office : 6th Floor, BMTCL Commercial Complex, 80 Feet Road, Koramangala, Bangalore - 560095.

Ph : (91-80) 6824 3000 Fax: (91-80) 6824 3001 corporateaffairs@teamlease.com / www.teamlease.com



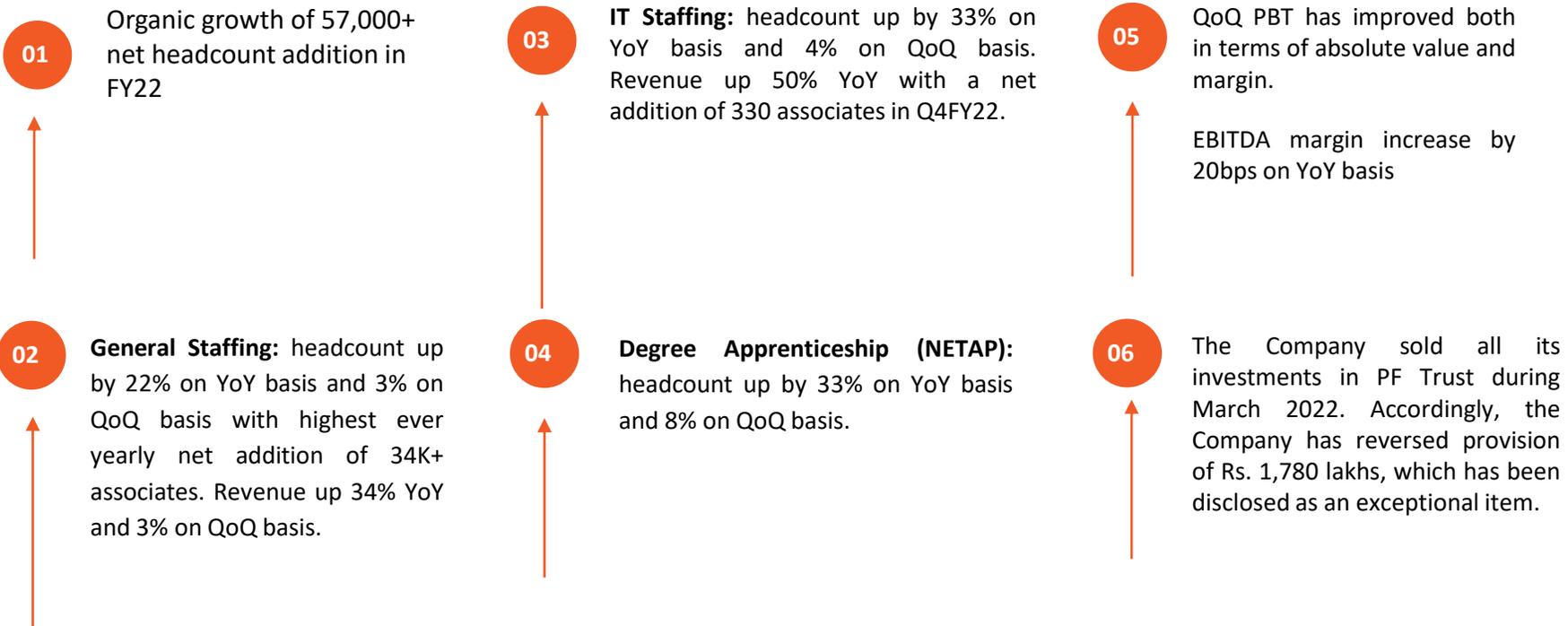
BSE: 539658 | NSE: TEAMLEASE | ISIN: INE985S01024

<https://group.teamlease.com> | Wednesday, May 18, 2022



Key Performance Highlights

March 31, 2022



Financial Performance

*All Numbers are in ₹ Crores except for margins

Standalone Performance	Q4FY22	Q3FY22	QoQ Growth %	Q4FY21	YoY Growth %	FY22	FY21	YoY Growth %
Total Revenue	1,549.8	1,532.2	1%	1,249.2	24%	5,672.8	4,514.1	26%
Operating Revenue	1,541.6	1,524.8	1%	1,235.6	25%	5,640.3	4,465.9	26%
EBITDA (before exceptional)	21.3	23.1	-8%	16.4	30%	85.5	64.0	34%
EBITDA margin	1.38%	1.52%		1.33%		1.52%	1.43%	
PBT (before exceptional)	24.0	25.0	-4%	25.6	-7%	96.2	91.3	5%
PBT margin	1.55%	1.64%		2.08%		1.71%	2.05%	
PBT /(Loss) (after exceptional)	28.8	25.0		25.6		24.3	91.3	
Profit after Tax / (Loss)	28.5	24.9		23.7		22.5	84.1	
PAT margin	1.85%	1.63%		1.92%		0.40%	1.88%	
EPS (Basic and Diluted) - Rs.	16.7	14.6		13.8		13.2	49.2	

Consolidated Performance	Q4FY22	Q3FY22	QoQ Growth %	Q4FY21	YoY Growth %	FY22	FY21	YoY Growth %
Headcount	2,85,230	2,73,500	4%	2,28,150	25%	2,85,230	2,28,150	25%
Total Revenue	1,822	1,767	3%	1,350	35%	6,500	4,916	32%
Operating Revenue	1,817	1,762	3%	1,341	36%	6,480	4,881	33%
EBITDA (before exceptional)	41.0	37.7	9%	26.0	58%	142.4	97.4	46%
EBITDA margin	2.26%	2.14%		1.94%		2.20%	2.00%	
PBT (before exceptional)	34.3	31.9	7%	25.4	35%	117.3	91.5	28%
PBT margin	1.88%	1.81%		1.88%		1.81%	1.86%	
PBT /(Loss) (after exceptional)	35.0	31.9		25.4	38%	45.6	88.5	
Profit after Tax / (Loss)	31.6	30.2		19.6	61%	39.5	78.5	
PAT margin	1.74%	1.71%		1.46%		0.61%	1.60%	
EPS (Basic and Diluted) - Rs.	18.5	17.7		11.5		23.1	45.9	

Consolidated Segment Results

*All Numbers are in ₹ Crores except for margins

Particulars	Q4FY22	Q3FY22	QoQ Growth %	Q4FY21	YoY Growth %	FY22	FY21	YoY Growth %
Revenue:								
General Staffing & Allied Services	1,638.9	1,596.0	3%	1,224.2	34%	5,838.3	4,427.6	32%
Specialised Staffing Services	146.6	135.9	8%	97.7	50%	530.9	398.3	33%
Other HR Services	31.9	30.2	6%	18.6	71%	110.5	55.6	99%
Revenue from Operations	1,817.4	1,762.1	3%	1,340.5	36%	6,479.8	4,881.5	33%
EBITDA:								
General Staffing & Allied Services	29.4	27.8	6%	22.4	31%	104.7	87.2	20%
Specialised Staffing Services	13.1	11.4	15%	10.7	23%	47.1	39.1	21%
Other HR Services	4.2	2.3	85%	2.9	-43%	6.8	(11.7)	-159%
EBITDA Margin:								
General Staffing & Allied Services	1.8%	1.7%		1.8%		1.8%	2.0%	1.8%
Specialised Staffing Services	9.0%	8.4%		10.9%		8.9%	9.8%	9.0%
Other HR Services	13.1%	7.5%		15.7%		6.2%	-21.0%	13.1%
Consolidated EBITDA Margin	2.3%	2.1%		1.9%		2.2%	2.0%	2.3%

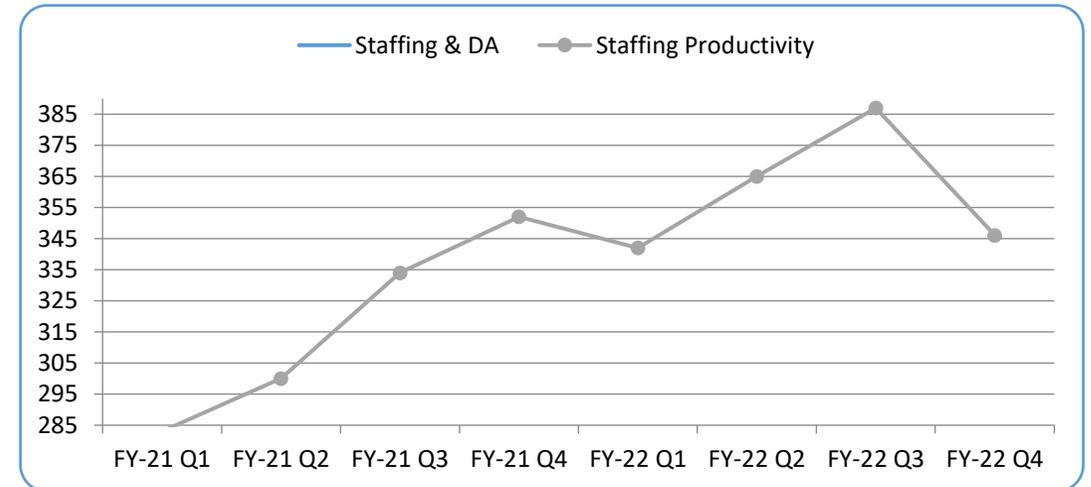
Headcount & Productivity

Quarter	General Staffing Associates	DA	Specialized Staffing	Total Headcount
FY-21 Q1	1,45,259	35,888	7,461	1,88,608
FY-21 Q2	1,45,778	42,927	7,228	1,95,933
FY-21 Q3	1,52,773	52,000	7,166	2,11,939
FY-21 Q4	1,59,955	61,086	7,109	2,28,150
FY-22 Q1	1,60,014	58,142	7,817	2,25,973
FY-22 Q2	1,74,075	68,448	8,713	2,51,236
FY-22 Q3	1,89,560	74,800	9,140	2,73,500
FY-22 Q4	1,94,650	81,110	9,470	2,85,230

FTE Productivity – Staffing and DA

Quarter	Headcount	Core Employees	Productivity
FY-21 Q1	181147	639	283
FY-21 Q2	188705	628	300
FY-21 Q3	204773	612	334
FY-21 Q4	221041	628	352
FY-22 Q1	218156	633	342
FY-22 Q2	242523	662	365
FY-22 Q3	264360	682	387
FY-22 Q4	275760	794	*346

**FTE has reduced as compared to Q3 because of accelerated onboarding of core employees largely in Hiring and Account Management team.*



Company Profile

TeamLease Services is one of India's leading human resource company offering a range of solutions to 3500+ employers for their hiring, productivity and scale challenges. A Fortune India 500 company listed on the NSE & BSE, TeamLease has hired 19 lakhs+ people over the last 21 years. One of India's fastest growing employers, TeamLease also operates India's first Vocational University and India's fastest growing PPP Degree Apprenticeship Program. The Company offers solutions to large, medium and small clients across the 3Es of employment (over 2.0 lakhs employees), employability (over 5 lakhs students) and Ease-of-doing Business (over 1000 employers). In FY2015, TeamLease rolled out DA (Degree Apprenticeship) to provide on-the-job training to apprentices.



Our Services



General Staffing



IT Staffing



Telecom Staffing



Hiring



Compliance and
Payroll Services



Degree
Apprenticeship
(DA)



Learning Services



Skill
University

9 TeamLease Overview



India's Leading Human Capital Management company

3,500+

Clients across the spectrum of business with 1000+ digital engagements

2.8 Lakhs +

Associates/ trainees, making us one of the largest private sector employer

7,500+

Locations across all 28 states

5 Lakhs+

Students across TL Skill University & TL EdTech

33%

Revenue growth in FY22

19 Lakhs

People hired till date

2 Lakhs

Open Jobs everyday

21 years

Founded 2001
IPO 2016

1.2 Crore

Database size
(IT and Non-IT)



Our Journey

- Listed on BSE and NSE.
- Acquired ASAP Info Systems & Nichepro Technologies to offer IT staffing service

- Signed a MoU for setting up the country's first Skills University in association with the government of Gujarat.
- Became founding members of Indian Staffing Federation

Strengthened the technology infrastructure Published first labour report and started new service offerings

2015-16

2011

2008/09

2005-07

2002

- 1st Round of PE Investment by Gaja Capital.
- Initiated discussions for revamping apprenticeship. Compliance became a separate business unit.

The Company Started operations from four offices, with 20 clients and 40 employees

Acquired 33.33% stake in Avantis - RegTech

2017

2018

2019

2020

2021

2022

- Acquired Keystone business Solutions to strengthen IT Staffing
- Acquired 30% stake in FW.com
- Acquired Evolve Tech. to enter Telecom Staffing Business
- Acquired 40% Stake in Online Education Co. Schoolguru

Acquired IT Staffing vertical of Ecentric in April 2019 and IMSI (IT Infra) in Nov.2019

- Raised stake to 100% in FW.com
- Acquired further 36.17% stake in Edtech in Sep-20.
- Acquired 4.89% equity stake in Avantis in Oct-20.

- Appointed Narayan as Independent chairman
- 3 New independent directors come on board
- Raised stake in Avantis to 60%

- Surrendered PF Trust and migrated to EPFO
- Became India's largest IT Staffing Company in terms of headcount

Change of Names:
Schoolguru → TL EdTech
Avantis → TL RegTech
E-hire → TL HrTech

Our Board of Directors



Manish Sabharwal
Executive Vice-Chairman



Ashok Reddy
Managing Director & CEO



Narayan Ramachandran
Non-Executive Chairman and
Lead Independent Director



V Raghunathan
Independent Director



Zarir Batliwala
Independent Director



Latika Pradhan
Independent Director



Mekin Maheshwari
Independent Director



**Subramaniam
Somasundaram**
Independent Director



Meenakshi Nevatia
Independent Director

Our Vision



Vision

Our Long term philosophy and goals are best reflected by our purpose of **“Putting India to Work”**



Our contribution

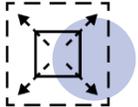
Our vision has been at the forefront of our existence, helping us employ, **“One Indian”** every 5 minutes over the past many years.



The Future that we see

Our goal is to become the largest Private sector employer of India, largest staffing company in the world by headcount.

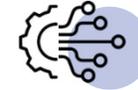
Key Value Drivers



We are one of India's largest staffing companies, have a **6%** market share & 3500+ employers.

Scale

Productivity



Technology

The right know-how and data insights to help enhance operational efficiencies



Governance

Strict adherence to labour and corporate laws, backed by strong internal compliance

Compliance

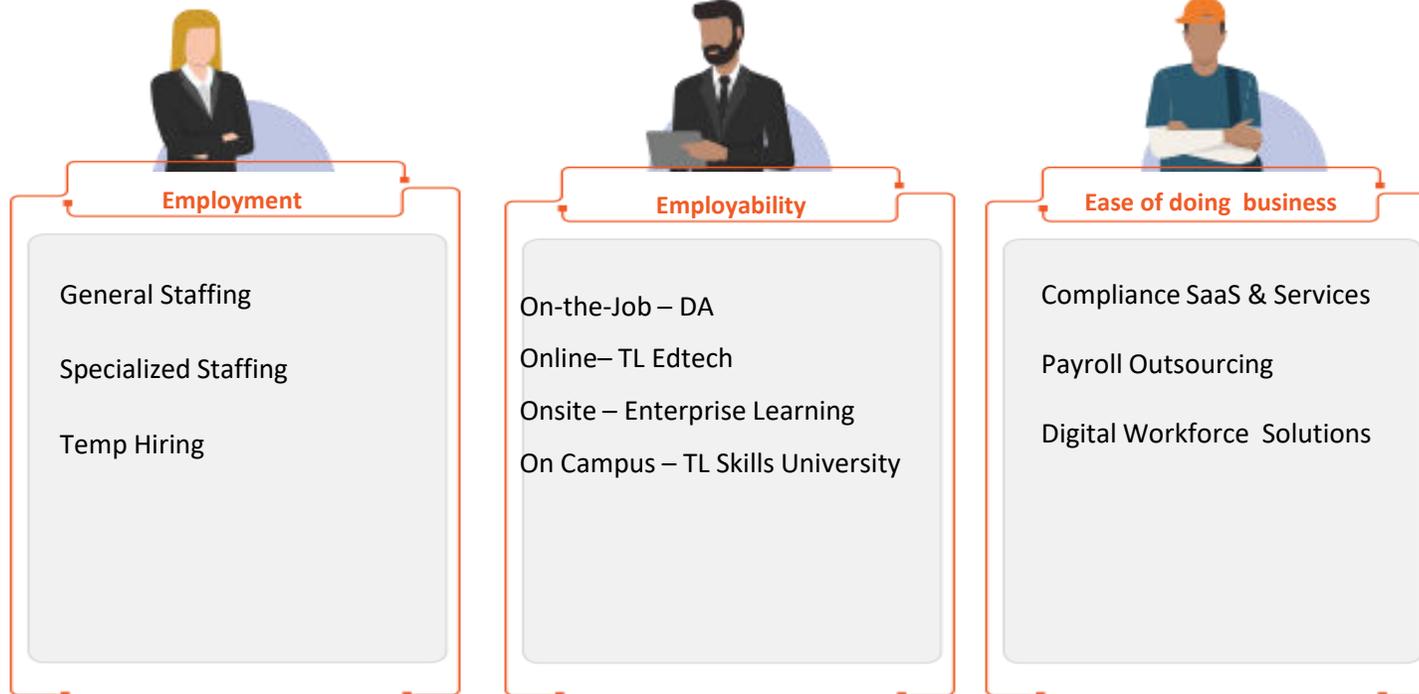
Reach



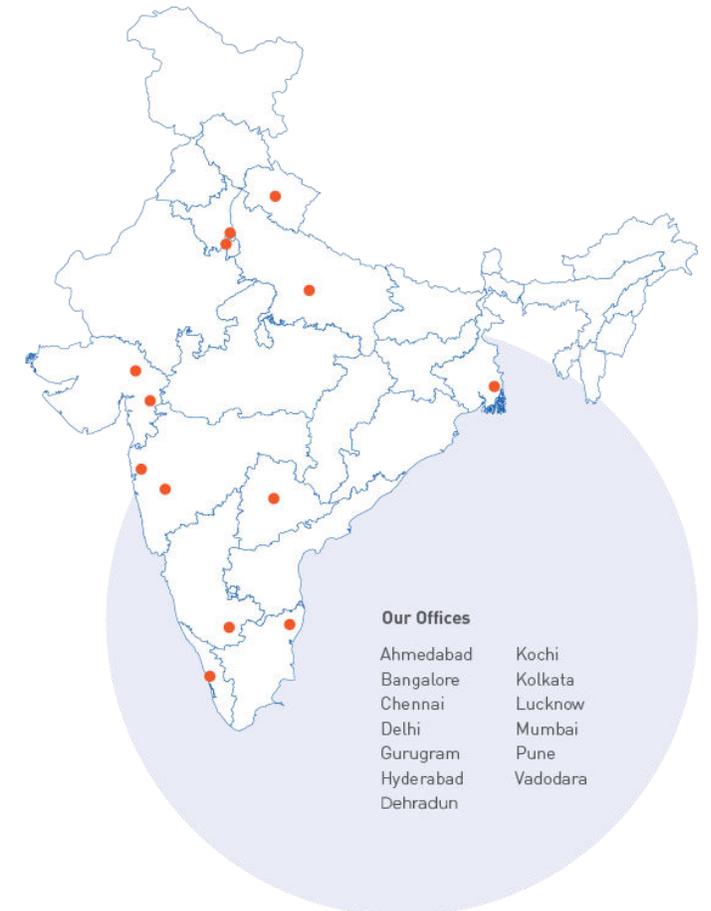
Presence

Pan India presence to scale our business with increasing trust and reliability

Our Business Focus Areas



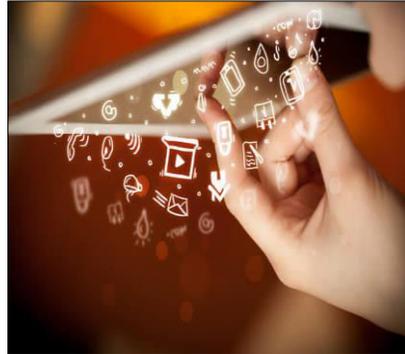
Our Presence



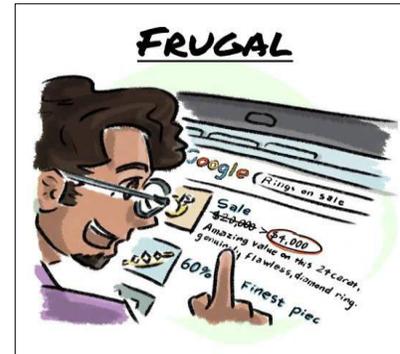
Our Strategy



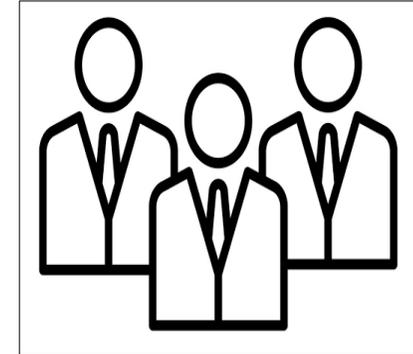
Growth



**Margin
Expansion**



**Capital
Frugality**



Governance

TeamLease Group Structure

TeamLease Services Limited

Subsidiary Companies

TeamLease HRTech
Private Limited
(formerly Known as
TeamLease E-Hire
Private Limited)

TeamLease Digital
Private Limited (TDPL)
(Evolve Technologies
& Services Private
Limited merged with
TDPL)

Keystone Business
Solutions Private
Limited

TeamLease Education
Foundation
(Section 8 Company)

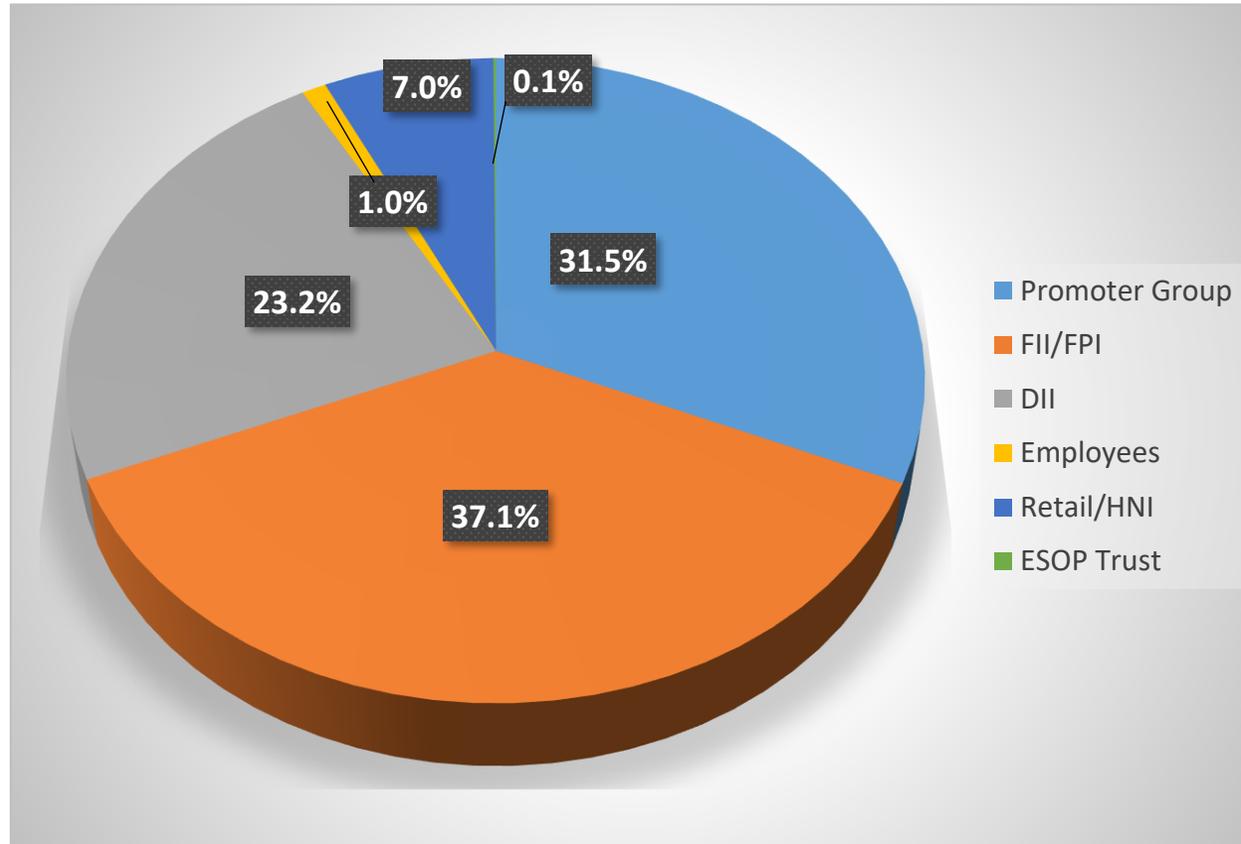
TeamLease Skills
University
(Not Consolidated)

IMSI Staffing Private
Limited
(100% stake)

TeamLease Edtech
Limited ('TLEL')
(formerly Known as
SchoolGuru Eduserve
Private Limited)
(77.67% Stake as on
date.)

TeamLease RegTech
Private Limited (TL
RegTech)
(formerly Known as
Avantis RegTech
Private Limited)
(61.50% Stake as on
date, on fully Diluted
Basis)

Shareholding Structure



Disclaimer

This presentation has been prepared by TeamLease Services Limited ("Company") solely for information purposes without any regard to any specific objectives, financial situations or informational needs of any particular person. This presentation may not be copied, distributed or disseminated, directly or indirectly, in any manner. Failure to comply with this directive may result in a violation of the applicable law in certain jurisdictions. By reviewing this presentation, you agree to be bound by the restrictions contained herein, and to maintain absolute confidentiality, regarding the information disclosed in these materials.

This presentation does not constitute or form part of and should not be construed as, directly or indirectly, any offer or invitation or inducement to sell or issue, or any solicitation of any offer to purchase or subscribe for, any securities of the Company by any person in any jurisdiction, including in India, nor shall it or any part of it or the fact of its distribution form the basis of, or be relied on in connection with, any investment decision or any contract or commitment therefor.

This presentation contains statements that constitute forward looking statements. These statements include descriptions regarding the intent, belief or current expectations of the Company or its directors and officers with respect to the results of operations and financial condition of the Company. These statements can be recognized by the use of words such as "expects", "plans", "will", "estimates", "projects", or other words of similar meaning. Such forward-looking statements are not guarantees of future performance and involve risks and uncertainties, and actual results may differ materially from those in such forward-looking statements as a result of various factors and assumptions which the Company believes to be reasonable in light of its operating experience in recent years. The risks and uncertainties relating to these statements include, but not limited to, risks and uncertainties, regarding fluctuations in earnings, our ability to manage growth, competition,, government policies, regulations, etc. The Company does not undertake any obligation to revise or update any forward-looking statement that may be made from time to time by or on behalf of the Company including to reflect actual results, changes in assumptions or changes in factors affecting these statements. Given these risks, uncertainties and other factors, viewers of this presentation are cautioned not to place undue reliance on these forward-looking statements

This presentation is not a complete description of the Company and may not be all inclusive and may not contain all of the information that you may consider material. The information contained in this presentation has not been independently verified. No representation, warranty, guarantee or undertaking, express or implied, is or will be made as to, and no reliance should be placed on, the accuracy, completeness, correctness or fairness of the information, estimates, projections and opinions contained in this presentation. Viewers of this presentation must make their own assessment of the relevance, accuracy and adequacy of the information contained in this presentation and must make such independent investigation as they may consider necessary or appropriate for such purpose. Such information and opinions are in all events not current after the date of this presentation. Further, past performance is not necessarily indicative of future results. Any opinions expressed in this presentation, or the contents of this presentation are subject to change without notice. This presentation should not be construed as legal, tax, accounting, investment or other advice.

Any person placing reliance on the information contained in this presentation or any other communication by the Company does so at his or her own risk and none of the Company nor any of its affiliates, advisers or representatives, any placement agent, promoters or any other persons that may participate in any offering of any securities of the Company shall have any responsibility or liability whatsoever, whether arising in tort, contract or otherwise, for any errors, omissions, insufficiencies or inaccuracies in such information or opinions or for any loss, cost or damage suffered or incurred howsoever arising, directly or indirectly, from any use of this presentation or its contents or otherwise in connection with this presentation.

This presentation has not been and will not be registered as a prospectus with any Registrar of Companies in India. This presentation is not a prospectus, a statement in lieu of a prospectus, an offering circular, an advertisement, a private placement offer letter or an offer document under the Companies Act, 2013 and the rules made thereunder, the Securities and Exchange Board of India (Issue of Capital and Disclosure Requirements) Regulations, 2009, as amended, or any other applicable law.



THANK YOU

BSE: 539658 | NSE: TEAMLEASE | ISIN: INE985S01024

<https://group.teamlease.com> | Wednesday, May 18, 2022